Equal Employment Opportunity Data Posted Pursuant to the No Fear Act:

Internal Revenue Service

For 4th Quarter 2020 for period ending September 30, 2020

This report is based on the Complaint Against hierarchy.

			Cor	nparat	ive Dat	a
Complaint Activity	Pr	evious	Fiscal Y	Year Da	ata	2020Thru09-30
	2015	2016	2017	2018	2019	2020 1 nru09-30
Number of Complaints Filed	266	281	237	303	264	221
Number of Complainants	252	256	220	280	241	207
Repeat Filers	10	19	15	22	21	9

Complaints by Dasis			Com	parati	ve Data	a
Complaints by Basis	Pre	vious l	Fiscal `	Year D	ata	
Note: Complaints can be filed alleging multiple bases. The sum of the bases may not equal total complaints filed.	2015	2016	2017	2018	2019	2020Thru09- 30
Race	107	107	97	94	92	85
Color	31	34	29	19	23	28
Religion	17	12	20	12	8	13
Reprisal	153	171	126	152	137	122
Sex	93	102	77	81	85	65
PDA	1	2	0	1	0	0
National Origin	29	29	18	31	34	30

Equal Pay Act	2	0	1	1	0	0
Age	73	78	68	64	60	61
Disability	103	114	98	126	101	101
Genetics	0	0	1	0	0	2
Non-EEO	15	20	12	18	17	12
Commission to have I come			Com	parati	ve Dat	a
Complaints by Issue	Pre	vious l	Fiscal `	Year D	ata	
Note: Complaints can be filed alleging multiple bases. The sum of the bases may not equal total complaints filed.	2015	2016	2017	2018	2019	2020Thru09- 30
Appointment/Hire	7	14	16	6	14	11
Assignment of Duties	40	35	45	54	26	12
Awards	6	5	9	5	3	5
Conversion to Full Time/Perm Status	0	1	1	0	1	1
Disciplinary Action						
Demotion	6	3	4	6	0	1
Reprimand	13	13	9	12	13	14
Suspension	10	18	14	18	11	7
Removal	4	5	3	2	2	7
Other (DO NOT USE)	0	10	16	14	10	0
Duty Hours	10	10	9	16	11	2
Perf. Eval./ Appraisal	66	70	51	71	50	34
Examination/Test	0	0	1	0	0	1
Harassment						
Non-Sexual	122	136	96	126	106	83
Sexual	8	5	5	9	8	3
Medical Examination	3	0	4	2	0	0
Pay including overtime	7	3	10	9	6	10

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Promotion/Non-Selection		65	40	45	43	37	41
Reassignment							
Denied		5	6	5	3	3	1
Directed		7	10	4	9	7	4
Reasonable Accommodation Disability	l	41	46	33	53	46	35
Reinstatement		1	2	1	0	0	0
Religious Accommodation		0	1	0	1	0	0
Retirement		2	4	2	3	2	3
Sex-Stereotyping		0	4	3	1	1	0
Telework		0	6	3	7	14	4
Termination	12	16	21	30	17	19	
Terms/Conditions of Employ	57	46	41	54	40	29	
Time and Attendance		53	55	48	49	46	36
Training		18	13	11	18	4	4
Other							
Equal Pay Act (DO NO	T USE)	0	1	1	0	0	0
User Defined - Other 2		0	0	0	0	0	0
User Defined - Other 3		0	0	0	0	0	0
User Defined - Other 4		0	0	0	0	0	0
			Cor	npar	ative	Data	
Processing Time	I	Previous	Fiscal	Year	r Data	a	2020Thru09-
	2015	2016	2017	2	018	2019	30
Complaints pending during t	iscal yea	r					
Average number of days in investigation	209.42	205.16	184.8	6 16	66.73	170.89	160.82
Average number of days in final action	39.17	33.49	3'	7.25	34.03	40.10	
Complaint pending during fi	scal year	where h	earing	was r	eques	ted	

Average number of days in investigation	216.	19	215	.47	189	0.93	16	66.66	5 17	5.22	16	58.37
Average number of days in final action	21.	16	32.	42	25.04		3	30.25		1.59	38.86	
Complaint pending during fi	scal y	ear	whe	re h	earin	ıg wa	as 1	ot re	eque	sted	-	
Average number of days in investigation	196.	17	199	.84	182	2.87	17	71.34	17	70.63	15	57.83
Average number of days in final action	42.1	15	47.	61	45.	.15	4	8.62	3	9.91	4	2.36
						Co	om]	para	tive	Data		
Complaints Dismissed Agency	by	Previous Fiscal Year Data									20207	Chru09-
rigency			2015	20	016	201	7	2018	8 2	019		30
Total Complaints Dismissed Agency	by		37	3	38	30)	35		29		30
Average days pending prior dismissal	to	4	17.57	22	2.03	47.	9	162	2	8.07	30	5.27
Comp	laints	W	ithd	raw	n by	Cor	np	laina	nts	·		
Total Complaints Withdrawn Complainants	n by		12	2 24 9				20		17	24	
						Con	ıpa	rati	ve D	ata		
Total Final Agency Action	ns		Pre	viou	s Fi	scal	Ye	ar D	ata		2020	Γhru09-
Finding Discrimination		015	5 20)16	20	17	20	018	20	019		30
	#	9/	6 #	%	#	%	#	%	#	%	#	%
Total Number Findings	0	0 6			10		5		10		4	
Without Hearing	0	0 0 5		83	9	90	4	80	0	0	3	75
		0 0										

Findings of Discrimination				a								
Rendered by Basis			Pre	evious	s Fi	scal Y	Yea	r Dat	a		2020	Thru09-
Note: Complaints can be	20	015	2	016	2	017	2	018	20	19		30
filed alleging multiple bases.The sum of the bases may not equal total complaints and findings.	#	%	#	%	#	%	#	%	#	%	#	%
Total Number Findings	3		6		6		4		10		4	
Race	0	0	0	0	0	0	0	0	7	70	2	50
Color	0	0	0	0	0	0	0	0	2	20	2	50
Religion	0	0	1	17	0	0	0	0	0	0	0	0
Reprisal	2	67	1	17	3	50	1	25	6	60	1	25
Sex	0	0	2	33	2	33	0	0	2	20	1	25
PDA	0	0	0	0	1	17	0	0	0	0	0	0
National Origin	0	0	1	17	0	0	0	0	0	0	2	50
Equal Pay Act	0	0	0	0	0	0	0	0	0	0	0	0
Age	0	0	0	0	0	0	0	0	3	30	0	0
Disability	2	67	3	50	5	83	3	75	4	40	2	50
Genetics	0	0	0	0	0	0	0	0	0	0	0	0
Non-EEO	0	0	0	0	0	0	0	0	0	0	1	25
Findings After Hearing	0		1		1		1		10		1	
Race	0	0	0	0	0	0	0	0	7	70	1	100
Color	0	0	0	0	0	0	0	0	2	20	1	100
Religion	0	0	0	0	0	0	0	0	0	0	0	0
Reprisal	0	0	0	0	1	100	1	100	6	60	0	0
Sex	0	0	0	0	0	0	0	0	2	20	0	0
PDA	0	0	0	0	0	0	0	0	0	0	0	0
National Origin	0	0	0	0	0	0	0	0	0	0	1	100
Equal Pay Act	0	0	0	0	0	0	0	0	0	0	0	0

Age	0	0	0	0	0	0	0	0	3	30	0	0
Disability	0	0	1	100	1	100	0	0	4	40	0	0
Genetics	0	0	0	0	0	0	0	0	0	0	0	0
Non-EEO	0	0	0	0	0	0	0	0	0	0	0	0
Findings Without Hearing	3		5		5		3		0		3	
Race	0	0	0	0	0	0	0	0	0	0	1	33
Color	0	0	0	0	0	0	0	0	0	0	1	33
Religion	0	0	1	20	0	0	0	0	0	0	0	0
Reprisal	2	67	1	20	2	40	0	0	0	0	1	33
Sex	0	0	2	40	2	40	0	0	0	0	1	33
PDA	0	0	0	0	1	20	0	0	0	0	0	0
National Origin	0	0	1	20	0	0	0	0	0	0	1	33
Equal Pay Act	0	0	0	0	0	0	0	0	0	0	0	0
Age	0	0	0	0	0	0	0	0	0	0	0	0
Disability	2	67	2	40	4	80	3	100	0	0	2	67
Genetics	0	0	0	0	0	0	0	0	0	0	0	0
Non-EEO	0	0	0	0	0	0	0	0	0	0	1	33
						Comj	par	ative	Dat	a		
Findings of Discrimination]	Pre	vious	Fis	scal Y	'ea	r Dat	a		2020	Thru09-
Rendered by Issue	20	15	20	016	20	017	20	018	20	19		30
	#	%	#	%	#	%	#	%	#	%	#	%
Total Number Findings	3		6		6		4		10		4	
Appointment/Hire	0	0	1	17	0	0	0	0	1	10	0	0
Assignment of Duties	0	0	1	17	0	0	0	0	1	10	0	0
Awards	0	0	0	0	0	0	0	0	0	0	0	0
Conversion to Full Time/Perm Status	0	0	0	0	0	0	0	0	0	0	0	0
Disciplinary Action												

Demotion	0	0	0	0	0	0	0	0	0	0	0	0
Reprimand	0	0	0	0	0	0	0	0	0	0	0	0
Suspension	0	0	0	0	0	0	0	0	0	0	0	0
Removal	0	0	0	0	0	0	0	0	0	0	0	0
Other (DO NOT USE)	0	0	0	0	0	0	0	0	0	0	0	0
Duty Hours	0	0	0	0	0	0	0	0	0	0	0	0
Perf. Eval./ Appraisal	0	0	0	0	0	0	0	0	1	10	1	25
Examination/Test	0	0	0	0	0	0	0	0	0	0	0	0
Harassment												
Non-Sexual	2	67	0	0	2	33	1	25	4	40	2	50
Sexual	0	0	2	33	1	17	0	0	0	0	0	0
Medical Examination	1	33	0	0	0	0	0	0	0	0	0	0
Pay including overtime	0	0	0	0	0	0	0	0	0	0	0	0
Promotion/Non-Selection	0	0	0	0	0	0	0	0	5	50	0	0
Reassignment												
Denied	0	0	0	0	0	0	0	0	0	0	0	0
Directed	0	0	0	0	0	0	0	0	0	0	0	0
Reasonable Accommodation Disability	0	0	1	17	4	67	2	50	1	10	1	25
Reinstatement	0	0	0	0	0	0	0	0	0	0	0	0
Religious Accommodation	0	0	0	0	0	0	0	0	0	0	0	0
Retirement	0	0	0	0	0	0	0	0	0	0	0	0
Sex-Stereotyping	0	0	0	0	0	0	0	0	0	0	0	0
Telework	0	0	0	0	0	0	0	0	0	0	1	25
Termination	0	0	0	0	1	17	0	0	0	0	1	25
Terms/Conditions of Employment	0	0	0	0	1	17	0	0	1	10	0	0
	1					_		25			_	0
Time and Attendance	1	33	1	17	0	0	1	25	0	0	0	0

Other - User Define							1					
Equal Pay Act (DO NOT USE)	0	0	0	0	0	0	0	0	0	0	0	0
User Defined - Other 2	0	0	0	0	0	0	0	0	0	0	0	0
User Defined - Other 3	0	0	0	0	0	0	0	0	0	0	0	0
User Defined - Other 4	0	0	0	0	0	0	0	0	0	0	0	0
Findings After Hearing	0		1		1		1		10		1	
Appointment/Hire	0	0	0	0	0	0	0	0	1	10	0	0
Assignment of Duties	0	0	0	0	0	0	0	0	1	10	0	0
Awards	0	0	0	0	0	0	0	0	0	0	0	0
Conversion to Full Time/Perm Status	0	0	0	0	0	0	0	0	0	0	0	0
Disciplinary Action				-								
Demotion	0	0	0	0	0	0	0	0	0	0	0	0
Reprimand	0	0	0	0	0	0	0	0	0	0	0	0
Suspension	0	0	0	0	0	0	0	0	0	0	0	0
Removal	0	0	0	0	0	0	0	0	0	0	0	0
Other (DO NOT USE)	0	0	0	0	0	0	0	0	0	0	0	0
Duty Hours	0	0	0	0	0	0	0	0	0	0	0	0
Perf. Eval./ Appraisal	0	0	0	0	0	0	0	0	1	10	1	100
Examination/Test	0	0	0	0	0	0	0	0	0	0	0	0
Harassment												
Non-Sexual	0	0	0	0	0	0	1	100	4	40	1	100
Sexual	0	0	0	0	0	0	0	0	0	0	0	0
Medical Examination	0	0	0	0	0	0	0	0	0	0	0	0
Pay including overtime	0	0	0	0	0	0	0	0	0	0	0	0
Promotion/Non-Selection	0	0	0	0	0	0	0	0	5	50	0	0

Denied	0	0	0	0	0	0	0	0	0	0	0	0
Directed	0	0	0	0	0	0	0	0	0	0	0	0
Reasonable Accommodation Disability	0	0	1	100	0	0	0	0	1	10	0	0
Reinstatement	0	0	0	0	0	0	0	0	0	0	0	0
Religious Accommodation	0	0	0	0	0	0	0	0	0	0	0	0
Retirement	0	0	0	0	0	0	0	0	0	0	0	0
Sex-Stereotyping	0	0	0	0	0	0	0	0	0	0	0	0
Telework	0	0	0	0	0	0	0	0	0	0	0	0
Termination	0	0	0	0	0	0	0	0	0	0	0	0
Terms/Conditions of Employment	0	0	0	0	1	100	0	0	1	10	0	0
Time and Attendance	0	0	0	0	0	0	0	0	0	0	0	0
Training	0	0	0	0	0	0	0	0	0	0	0	0
Other - User Define												
Equal Pay Act (DO NOT USE)	0	0	0	0	0	0	0	0	0	0	0	0
User Defined - Other 2	0	0	0	0	0	0	0	0	0	0	0	0
User Defined - Other 3	0	0	0	0	0	0	0	0	0	0	0	0
User Defined - Other 4	0	0	0	0	0	0	0	0	0	0	0	0
Findings Without Hearing	3		5		5		3		0		3	
Appointment/Hire	0	0	1	20	0	0	0	0	0	0	0	0
Assignment of Duties	0	0	1	20	0	0	0	0	0	0	0	0
Awards	0	0	0	0	0	0	0	0	0	0	0	0
Conversion to Full Time/Perm Status	0	0	0	0	0	0	0	0	0	0	0	0
Disciplinary Action												
Demotion	0	0	0	0	0	0	0	0	0	0	0	0
Reprimand	0	0	0	0	0	0	0	0	0	0	0	0

Suspension	0	0	0	0	0	0	0	0	0	0	0	0
Removal	0	0	0	0	0	0	0	0	0	0	0	0
Other (DO NOT USE)	0	0	0	0	0	0	0	0	0	0	0	0
Duty Hours	0	0	0	0	0	0	0	0	0	0	0	0
Perf. Eval./ Appraisal	0	0	0	0	0	0	0	0	0	0	0	0
Examination/Test	0	0	0	0	0	0	0	0	0	0	0	0
Harassment						-						
Non-Sexual	2	67	0	0	2	40	0	0	0	0	1	33
Sexual	0	0	2	40	1	20	0	0	0	0	0	0
Medical Examination	1	33	0	0	0	0	0	0	0	0	0	0
Pay including overtime	0	0	0	0	0	0	0	0	0	0	0	0
Promotion/Non-Selection	0	0	0	0	0	0	0	0	0	0	0	0
Reassignment												
Denied	0	0	0	0	0	0	0	0	0	0	0	0
Directed	0	0	0	0	0	0	0	0	0	0	0	0
Reasonable Accommodation Disability	0	0	0	0	4	80	2	67	0	0	1	33
Reinstatement	0	0	0	0	0	0	0	0	0	0	0	0
Religious Accommodation	0	0	0	0	0	0	0	0	0	0	0	0
Retirement	0	0	0	0	0	0	0	0	0	0	0	0
Sex-Stereotyping	0	0	0	0	0	0	0	0	0	0	0	0
Telework	0	0	0	0	0	0	0	0	0	0	1	33
Termination	0	0	0	0	1	20	0	0	0	0	1	33
Terms/Conditions of Employment	0	0	0	0	0	0	0	0	0	0	0	0
Time and Attendance	1	33	1	20	0	0	1	33	0	0	0	0
Training	0	0	0	0	0	0	0	0	0	0	0	0
Other - User Define												

Equal Pay Act (DO NOT USE)	0	0	0	0	0	0	0	0	0	0	0	0
User Defined - Other 2	0	0	0	0	0	0	0 0	0	0	0	0	0
User Defined - Other 3	0	0	0	0	0	0	0	0	0	0	0	0
User Defined - Other 4	0	0	0	0	0	0	0 0	0	0	0	0	0
Donding Complaints File	1 :						Com	parat	ive	Dat	a	
Pending Complaints Filed Previous Fiscal Years by S				Pre	vious	s F	'iscal '	Year 1	Dat	a	2020	Thru09-
·			20)15	2010	6	2017	2018	20	019		30
Total complaints from previou Fiscal Years	.S		2	79	319		300	277	2	234		185
Total Complainants	plainants		2	27	257	,	249	241	2	221		169
Number complaints pending					-							
Investigation				2	3		0	0		0		0
ROI issued, pending Complainant's action				0	0		0	0		0		0
Hearing			2	66	310)	294	274	2	209		170
Final Agency Action]	10	10		6	6	,	27		15
							Com	parat	ive	Dat	a	
Complaint Investigation	ıs		Previous Fiscal Year Data 2020Thru								Thru09-	
			20)15	2010	6	2017	2018	2	019		30
Pending Complaints Where Investigations Exceed Require Time Frames	d			15	5		3	0		0		0